

Proposed Change to Reduction in Force Policy

Berkeley Lab is beginning the formal review and employee-comment period for the proposed revision to the Reduction in Force policy of the Requirements and Policies Manual (RPM). This policy applies to non-represented employees; represented employees should contact their union representatives or consult their collective bargaining agreement.

In current policy, Berkeley Lab provides laid-off non-represented Career employees with severance pay and recall and preferential rehire rights.

In the proposed policy revision, if an involuntary layoff does occur, Berkeley Lab will provide only severance pay to laid-off employees. This change will align us to be in compliance with UC policy.

In reviewing the usage of the recall and preferential rehire rights for the last five years, we have found that there have been no placements of non-represented employees in a new position. Exempt-level positions require very specific and unique skills, knowledge, and abilities. We assessed from this data that it is not easily feasible to transfer from one highly specialized exempt position to another.

Before an employee is laid off, Berkeley Lab will continue to provide preferential opportunities for reassignment or transfer for an eligible non-probationary Career employee to a position for which the employee is qualified.

This proposed policy change applies to non-represented employees only. Represented employees should contact their union representatives or consult their collective bargaining agreement. Go [here](#) to review the proposed Reduction in Force policy. To comment on this change, contact hrpolicy@lbl.gov by August 31, 2012.